

UNITED STATES DEPARTMENT OF THE INTERIOR

BUREAU OF LAND MANAGEMENT

Office of Fire and Aviation
3833 South Development Avenue
Boise, Idaho 83705-5354

May 5, 1999

In Reply Refer To:
1400-713/9210 (FA-102)P

Instruction Memorandum No. OF&A 99-013
Expires: 9/30/2000

To: AFOs

From: Director, Office of Fire and Aviation

Subject: Office of Fire and Aviation Policy on Hazing

The Instruction Memorandum No. OF&A 99-009 concerning the Office of Fire and Aviation's policy on harassment was issued on April 2, 1999. As a follow-up to that policy, it is important that we also take strong and proactive actions to redeem our responsibility as managers when it comes to incidents of hazing. Hazing – any action taken or situation created intentionally, to produce mental or physical discomfort, embarrassment, or ridicule is but another form of harassment.

If allegations of hazing are well-founded, it is not enough to just take disciplinary action against the perpetrator(s). We must all take responsibility for creating and ensuring a healthy and safe working environment. We ask for your help in getting the message to your employees in the fire program, the message of zero tolerance of misconduct, whether it is harassment, hazing, or any other inappropriate behavior. Nothing is more detracting and detrimental to our outstanding “can do” reputation and achieving our mission than allegations of misconduct.

We must reinforce this message to the majority of our fire community who routinely make dedicated efforts to create and maintain a positive workplace. We must also deal immediately with those few people who do not respect the rights of others. I urge you to add your own emphasis to this issue and to pay particular attention to your newest fire employees. Where hazing has occurred in the past it has often been directed towards “rookies.” Please ensure that all employees in the fire program receive a copy of this memorandum.

If you have questions concerning this policy, please contact Debie Chivers, EEO Manager, Office of Fire and Aviation at (208) 387-5454 or your State/Center EEO Manager.

Signed by:

Lester K. Rosenkrance

Director, Office of Fire and Aviation

Authenticated by:

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